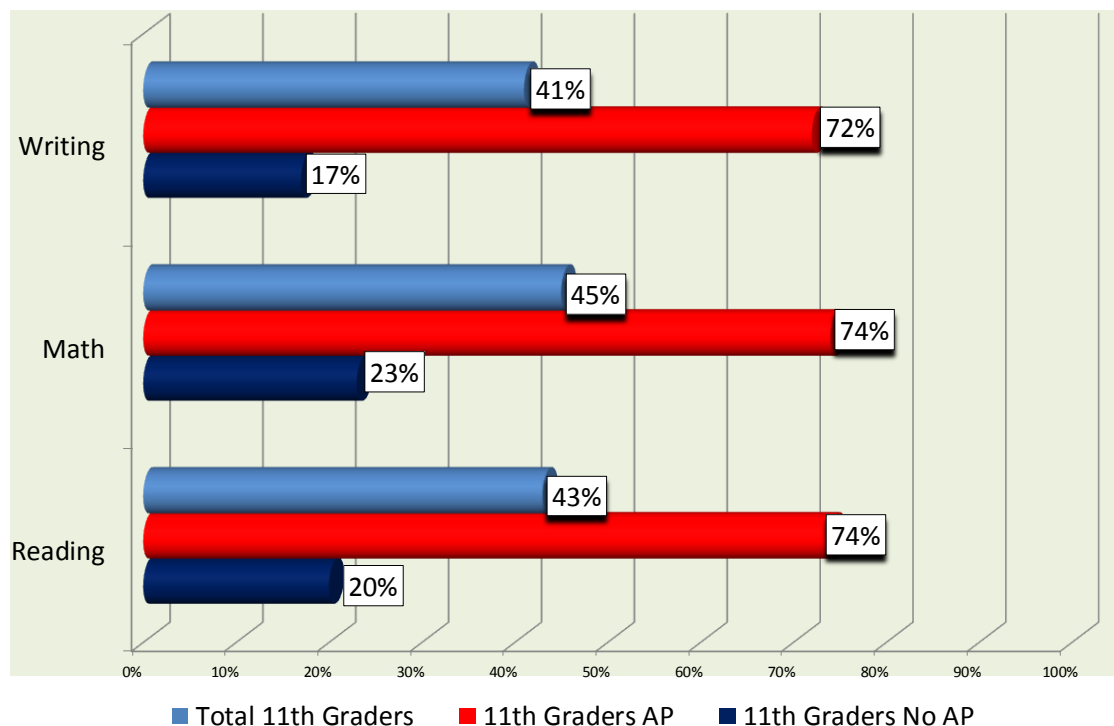


Boise School District Differential Pay Plan 2013/2014

The Boise School District has developed a Differential Pay Plan consisting of a District-wide student achievement award and an individual professional growth goal component. As the Boise School District implements Idaho Core Standards in all grades, the use of end of course exams is in flux. As teachers work through the new standards, the district will be rewriting curriculum and determining the most appropriate skills to test, with either benchmark testing or end of course testing. Without Idaho Standards Achievement Test data for the 2013/2014 school year, and without appropriate end of course assessments that align with the Idaho Core Standards, the District does not have adequate or appropriate District-wide data for schools to use to set achievement goals that promote team building and District unity through valuing all employees.

The Boise School District is committed to providing a rigorous curriculum for all students. In the past few years we have seen a steady and impressive increase in the number of students taking Advanced Placement courses. In the 2012/2013 school year, however, there was a decrease in student participation in Advanced Placement courses. Data from the Boise School District clearly shows greater achievement on the SAT when students take at least one AP course.

PERCENTAGE OF STUDENTS REACHING SBOE SAT SUBTEST GOAL (≥ 500)



The Boise School District's academic achievement goal for our Differential Pay Plan will be to increase student participation in Advanced Placement courses. As the Boise School District works to meet the State Board of Education SAT subtest goals for college and career readiness, increasing the number of students taking Advanced Placement courses must be an important focus.

An additional measure the Boise School District will use will be based on each certified and classified staff member setting an individual professional growth goal, determining professional development needed to reach the goal, working toward the goal throughout the 2013/2014 school year and reflecting on the outcome of their goal.

Certified staff will be required to engage in 15 hours of professional development related to their goal. Certified staff members are encouraged to work within their Professional Learning Community groups to engage in meaningful professional development. All individual goals must relate to one of the five goals of the District Strategic Plan. Employees meeting the criteria for differential pay will receive payment as follows:

- 1 share per certified staff member
- 1 share per building level administrator
- .5 share per District Services Center certified staff member

*Part time certified employees will receive half the amount of the allotted share for the categories listed above.

Classified staff will be required to engage in 5 hours of professional development related to their goal. All individual goals must relate to one of the five goals of the District Strategic Plan. Employees meeting the criteria for differential pay will receive payment as follows:

- .5 share per classified staff member

*Part time classified employees will receive a .25 share.

Individual professional growth goal plans will be due November 15th, 2013 to the employee's building principal or direct supervisor. The outcome summary for the individual professional growth goal plan will be due May 15th, 2014.

Employees who qualify for Differential Pay will receive the payment in their June, 2014 paycheck. All payments will be subject to variable rate-based employer benefit costs.